

ULFA Articles Opened

May 21, 2024



Outline

- Clarification
- Articles opened
- Housekeeping Articles
- Substantive Articles

Clarification

- Understanding of 'Full Package' was revised by Board team late in our April 22nd meeting.
- ULFA's protocol discussions were based on the understanding that full package exchange included monetary terms.
- In particular we cannot agree to sign off on articles one by one outside of the context of a full package exchange
- We reiterate that ***nothing is agreed until everything is agreed***
- We assert that our understanding of the provincial fiscal directive is 2%+2%+1.75%+1.75% (over 4 years), and our negotiations going forward are based on this understanding.

Articles Opened (from May 7 correspondence)

Potentially substantive changes for the following:

- Articles 4, 5, 10, 11, 12, 13, 19, 21, 23, 24, 25, 26, 28, 29, 32, 33, 35, 37, and 38.
- Schedules A, B, and D, Teaching Professoriate.

Housekeeping/clarity:

- Articles: 1, 2, 6, 9, 20, and 36.
- Schedules: G, I, K, M, N, O, S, U, W, X, Y, and Z.

Articles Opened - Update

Potentially substantive changes for the following:

- Articles 4, 5, 10, 11, 12, 13, 19, 21, 23, 24, 25, ~~26~~, 28, ~~29~~, 32, 33, 35, 37, and 38.
- Schedules A, B, and D, Teaching Professoriate. (+cleanup)

Housekeeping/clarity:

- Articles: 1, 2, 6, 9, 20, [26](#), and 36.
- Schedules: G, I, K, M, N, O, S, U, W, X, Y, and Z.

Upon review, Article 26 is only a housekeeping change, and 29 does not need to be opened by ULFA.

Housekeeping Articles

Articles:

- 1 - Purpose and Objectives
- 2 - Definitions
- 6 - Communication and Information
- 9 - Grievance and Interpretation
- 20 - Termination of Appointment
- 26 - STP Committee Procedures
- 36 - Professional Librarians

Schedules:

- G - Maternity and Parental Leave Benefit
- I - Harassment and Discrimination Policy MOU
- K - Grieving Administrative Suspensions
- M - Academic Career Years MOU
- N - Merit Pool Fund Contributions MOU
- O - Written Notice During Pandemic
- S - SARCC-19P
- U - Term/Sessional Letters of Offer
- W - Teaching Professoriate
- X - Joint Economic Benefits Committee
- Y - Reorganization of the CA
- Z - Term of the CA

Housekeeping Schedules

The following schedules have been proposed for deletion (some of which having language moved into Articles):

- Schedules: I, K, M, N, O, S, U, W, X, and Y.

Substantive Articles Opened

Potentially substantive changes for the following:

- Articles 4, 5, 10, 11, 12, 13, 19, 21, 23, 24, 25, 28, 32, 33, 35, 37, and 38.
- Schedules A, B, and D, Teaching Professoriate. (+cleanup)

Articles to Exchange

ULFA reiterates that an exchange of Full Proposal Packages is the most fair and productive way to allow for effective negotiations.

Outside of full package exchange, ULFA is able to exchange the following Articles/Schedules:

- Articles: 1, 6, 9, 20, 26, and 36.
- Schedules: G, I, K, M, N, O, S, U, W, X, and Y.